On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™ is: \texttt{http://www.GSAAdvantage.gov}.

Multiple Award Schedule (MAS)  
Federal Supply Group: Professional Services  
FSC class: R408

Contract number: GS-00F-337GA  
Contract period: August 21, 2017 to August 20, 2027

1 Ormian Drive  
Pomona, NY 10970-2812  
Telephone: 914-584-5677  
Fax: 443-213-8262  
m.hoosier@nhassociates.com  

Contract Administrator:  
Michael Hoosier  
http://nhassociates.com

Business size: Small business and SBA Certified 8(a) Firm

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov

- Price-list current as of Modification #PA-0017 effective Oct 15, 2021, and #PO-0018 effective Aug 21, 2022–  
Prices Shown Herein are Net (discount deducted)
CUSTOMER INFORMATION:

1a. Awarded Special Item Numbers (SIN)
   - 541611 / 541611RC - Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
   - OLM / OLMRC - Order Level Materials

1b. Lowest Price Service Labor Category: Specialist 1 - $62.10

1c. See awarded labor category descriptions on pages 4-15 of the pricelist.

2. Maximum order: $1,000,000

3. Minimum order: $100.00

4. Geographic coverage: 50 United States, the District of Columbia, and all US Territories

5. Point of production: US

6. Discount from list prices or statement of net price: Net prices are shown in the price list

7. Quantity Discounts: Not Offered

8. Prompt Payment Terms: Net 30 - Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign items: Not Applicable

10a. Time of delivery: Will adhere to delivery schedule as specified by the purchase order

10b. Expedited Delivery: Contact Contractor for time of delivery.

10c. Overnight and 2-day delivery: Not Applicable

10d. Urgent Requirements: Not Applicable

11. F.O.B. point(s): Destination

12a. Ordering address:

   1 Ormian Drive
   Pomona, NY 10970-2812
12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3

13. Payment address:

    1 Ormian Drive
    Pomona, NY 10970-2812

14. Warranty provision: Not Applicable

15. Export packing charges: Not Applicable.

16. Terms and conditions of rental, maintenance, and repair: Not applicable.

17. Terms and conditions of installation: Not applicable.

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: Not Applicable

18b. Terms and conditions for any other services: Not Applicable

19. List of service and distribution points: Not Applicable

20. List of participating dealers: Not Applicable

21. Preventive maintenance: Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/ Not Applicable

23. Unique Entity Identifier (UEI) number: L1BLEHYUN31

24. Notification regarding registration in System for Award Management (SAM) database. Neil Hoosier & Associates, Inc is registered in SAM; CAGE Code is 4LGQ1
LABOR CATEGORY DESCRIPTIONS for SIN 541611

**Project Director**

*Minimum Experience:* A minimum of fifteen (15) years of experience.

*Functional Responsibilities:* Manages the relationship with contract customer. Serves as the primary point of contact with contract customer, teaming partners, and subcontractors. Assists with all phases of contract performance, including contract management, contract cost control, project management, coordination of resource needs, coordination with corporate resources and management. Has direct accountability for the technical accuracy, timeliness and quality of all contract deliverables. Manages subcontractors, consultants, vendors and similar parties, if any, engaged in performing work under the contract. Provides expert leadership in operational contract tasks and, as appropriate, in specialized technical areas. Directly supervises managers working on the contract, mentoring, setting goals, measuring performance, and providing direct feedback. Meets with contract customer on a regular basis to review scheduling, priorities, performance issues, and similar matters.

*Minimum Education:* Master’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

**Project Director, Sr.**

*Minimum Experience:* A minimum of twenty (20) years of experience.

*Functional Responsibilities:* Manages the relationship with contract customer. Serves as the primary point of contact with contract customer, teaming partners, and subcontractors. Responsible for all phases of contract performance, including contract management, contract cost control, project management, coordination of resource needs, coordination with corporate resources and management. Provides oversight to contract operations. Has direct accountability for the technical accuracy, timeliness and quality of all contract deliverables. Manages subcontractors, consultants, vendors and similar parties, if any, engaged in performing work under the contract. Provides expert leadership in operational contract tasks and, as appropriate, in specialized technical areas. Directly supervises directors and managers working on the contract, mentoring, setting goals, measuring performance, and providing direct feedback. This position assumes greater responsibilities than Project Director and may be responsible for managing multiple complex projects. Meets with contract customer on a regular basis to review scheduling, priorities, performance issues, and similar matters.

*Minimum Education:* Master’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
Project Manager Sr.

Minimum Experience: A minimum of nine (9) years of experience.

Functional Responsibilities: Has direct accountability for the technical accuracy, timeliness and quality of contract component deliverables. Manages NHA staff, subcontractors, consultants, vendors and similar parties, if any, engaged in performing work under the contract component. Assists Director with management of contract customer relationships. Provides leadership in operational contract tasks and, as appropriate, in specialized technical/operational areas. Maintains component project plan and schedule, tracking task status and assigning resources. Performs project management functions related to contract component including meeting facilitation, producing project status reports, and maintaining issue and action item logs. Performs specific contract-related tasks and duties as assigned and applicable (e.g. duties of a Change Control Specialist, Lead Business Analyst, Quality Assurance Officer, Outreach/Education Manager, etc.) Develops and maintains standard operating procedures (SOPs). Ensures NHA staff adheres to SOPs. Directly supervises NHA resources working on the contract component, making work assignments, mentoring, setting goals, measuring performance, and providing direct feedback. Meets with contract customer representatives on a regular basis to review scheduling, priorities, performance issues, and similar matters. Provides written status updates according to contract requirements.

Minimum Education: Master’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

Project Manager Jr.

Minimum Experience: A minimum of seven (7) years of experience.

Functional Responsibilities: Has direct accountability for the technical accuracy, timeliness and quality of contract component deliverables. Manages NHA staff, subcontractors, consultants, vendors and similar parties, if any, engaged in performing work under the contract component. Assists Director with management of contract customer relationships. Provides leadership in operational contract tasks and, as appropriate, in specialized technical/operational areas. Maintains component project plan and schedule, tracking task status and assigning resources. Performs project management functions related to contract component including meeting facilitation, producing project status reports, and maintaining issue and action item logs. Performs specific contract-related tasks and duties as assigned and applicable (e.g. duties of a Change Control Specialist, Lead Business Analyst, Quality Assurance Officer, Outreach/Education Manager, etc.) Develops and maintains standard operating procedures (SOPs). Ensures NHA staff adheres to SOPs. Directly supervises NHA resources working on the contract component, making work assignments, mentoring, setting goals, measuring performance, and providing direct feedback. Meets with contract customer representatives on a regular basis to review scheduling, priorities, performance issues, and similar matters. Provides written status updates according to contract requirements.

Minimum Education: Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
### Project Lead 1

**Minimum Experience:** Must have three (3) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Demonstrates knowledge of project and program management principles. Uses project management tools to manage projects and deliver/implement software releases. Assists in defining and managing scope, time and resources of projects. Support development of project plans and schedules that represent the appropriate level of detail and task interdependency. Assist in communicating and expediting late tasks. Applies in-depth skills and broad knowledge of the business to address complex problems and non-standard situations. Facilitates identification of project or program risks/issues, develops and assigns responsibility for mitigation/resolution actions; manages mitigation plan.

**Minimum Education:** Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

### Project Lead 2

**Minimum Experience:** Must have five (5) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Demonstrates knowledge of project and program management principles. Uses project management tools to manage projects and deliver/implement software releases. Assists in defining and managing scope, time and resources of projects. Support development of project plans and schedules that represent the appropriate level of detail and task interdependency. Assist in communicating and expediting late tasks. Applies in-depth skills and broad knowledge of the business to address complex problems and non-standard situations. Facilitates identification of project or program risks/issues, develops and assigns responsibility for mitigation/resolution actions; manages mitigation plan.

**Minimum Education:** Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

### Project Lead 3

**Minimum Experience:** Must have seven (7) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Demonstrates knowledge of project and program management principles. Uses project management tools to manage projects and deliver/implement software releases. Assists in defining and managing scope, time and resources of projects. Support development of project plans and schedules that represent the appropriate level of detail and task interdependency. Assist in communicating and expediting late tasks. Applies in-depth skills and broad knowledge of the business to address complex problems and non-standard situations. Facilitates identification of project or program risks/issues, develops and assigns responsibility for mitigation/resolution actions; manages mitigation plan. Acts as a key contributor in a complex environment.

**Minimum Education:** Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
**Project Lead 4**

**Minimum Experience:** Must have nine (9) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Demonstrates knowledge of project and program management principles. Uses project management tools to manage projects and deliver/implement software releases. Assists in defining and managing scope, time and resources of projects. Support development of project plans and schedules that represent the appropriate level of detail and task interdependency. Assist in communicating and expediting late tasks. Applies in-depth skills and broad knowledge of the business to address complex problems and non-standard situations. Facilitates identification of project or program risks/issues, develops and assigns responsibility for mitigation/resolution actions; manages mitigation plan. Acts as a key contributor in a complex environment.

**Minimum Education:** Master’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

**Business Analyst 1**

**Minimum Experience:** Must have two (2) years of experience in the appropriate area.

**Functional Responsibilities:** Provides in-depth review and analysis of business systems and processes in order to develop requirements for systems and processes. Effectively communicates background and requirements to ensure a common, clear understanding among business and technical stakeholders. Develops, writes, edits, and maintains technical documentation, for both print and electronic publication. Creates effective graphics, flow charts, and diagrams for inclusion in documentation. A business analyst at this level will have basic skills necessary to perform the tasks.

**Minimum Education:** Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

**Business Analyst 2**

**Minimum Experience:** Must have five (5) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Provides in-depth review and analysis of business systems and processes in order to develop requirements for systems and processes. Effectively communicates background and requirements to ensure a common, clear understanding among business and technical stakeholders. Develops, writes, edits, and maintains technical documentation, for both print and electronic publication. Analyzes products to determine user information needs and validates with stakeholders to ensure products in fact are meeting needs. Creates effective graphics, flow charts, and diagrams for inclusion in documentation. An analyst at this level will have proven skills necessary to complete assigned tasks. At this level, the analyst will have general program or project knowledge.

**Minimum Education:** Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
**Business Analyst 3**

*Minimum Experience:* Must have seven (7) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Direct the requirements development for applying technology to satisfy business needs. Elicit requirements using interviews, document analysis, requirements workshops, surveys, site visits, business process descriptions, business analysis, task and workflow analysis. Critically evaluate information gathered from multiple sources, reconcile conflicts and decompose high-level information into details. Develop, maintain and perform processes to continuously monitor data quality and integrity in platform applications. Create and maintain workflows, approval processes, and validation rules based on internal stakeholder requirements. Develops, writes, edits, and maintains technical documentation, for both print and electronic publication. Analyzes products to determine user information needs and validates with stakeholders to ensure products in fact are meeting needs. Creates effective graphics, flow charts, and diagrams for inclusion in documentation.

*Minimum Education:* Master’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

---

**Subject Matter Expert (SME)**

*Minimum Experience:* Must have fifteen (15) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in the following specialties: business process re-engineering, workflow and process automation, process improvement; quality control and management, information systems architecture, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, development methodologies, modeling and simulation projects. Demonstrates strong writing and oral communication skills.

*Minimum Education:* Master’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
Subject Matter Expert 4 (SME 4)

**Minimum Experience:** Must have twenty-five (25) years of experience in the appropriate area. Recognized as an authority in their field and may have expert credentials and certifications.

**Functional Responsibilities:** Provides expert technical, managerial, and/or administrative direction on projects, processes or programs. Applies deep expertise to deliver advice, thought leadership, and targeted deliverables to support project objectives. Utilizes deep understanding of a particular process, function, or technology and possesses extensive knowledge in one or more functional areas. Leverages their unique expertise to solve specific problems or challenges including, but not limited to, problem definition, analysis, requirements development, risk management and implementation. Ensures the facts and details are correct so that the project's/program's deliverable(s) will meet the needs of the stakeholders, policies, standards, and best practices. Makes recommendations and advises on areas relative to their expertise. This may include organization-wide system improvements, optimization or maintenance efforts specialties such as: business process re-engineering, workflow and process automation, process improvement; quality control and management, information systems architecture, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, development methodologies, modeling and simulation projects. Demonstrates strong writing and oral communication skills.

**Minimum Education:** Master’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

Specialist 1

**Minimum Experience:** Must have three (3) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Responsible for tasks related to a specific, restricted role associated with user acceptance testing of systems, training and instructional system design, or change control.

When specializing in user acceptance testing, responsible for validating that software meets the business, functional, user and system requirements; reviews business, functional and system requirements documentation; creates and delivers test cases; develops a test case matrix that maps back to all requirements; executes test cases; and documents test results and artifacts.

When specializing in training and instructional design, responsible for the development and implementation of internal and external training programs as well as outreach and education initiatives under specific components/departments of a contract. Assists in developing an overall education plan that addresses the training, education and outreach needs of the Customer(s). Assists in the execution of an education plan by performing training sessions and presenting at meetings, webinars and/or seminars. Interacts with the Customer(s) to seek out and recommend new training, education and outreach initiatives that are consistent with the Customer’s needs and objectives. Develops training, education and outreach material content. Designs, develops, tests and implements eLearning solutions. Develops and maintains graphical training content for all courses provided by NHA. Acquires, maintains and enhances knowledge of current eLearning trends and tools.

When specializing in change control, develops and maintains the procedures that govern Change Management, Release
Reviews, monitors and manages all system change requests (CRs), service requests (SRs), and problem logs (PLOGs). Facilitates Change Control Board (CCB) Meetings.

Minimum Education: Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
Minimum Experience: Must have five (5) years of experience in the appropriate area. May
credentials or be recognized as an authority.

Functional Responsibilities: Responsible for tasks related to a specific, restricted role associated with
user acceptance testing of systems, training and instructional system design, or change control.

When specializing in user acceptance testing, responsible for validating that software meets the
business, functional, user and system requirements; reviews business, functional and system
requirements documentation; creates and delivers test cases; develops a test case matrix that maps
back to all requirements; executes test cases; and documents test results and artifacts.

When specializing in training and instructional design, responsible for the development and
implementation of internal and external training programs as well as outreach and education
initiatives under specific components/departments of a contract. Assists in developing an overall
education plan that addresses the training, education and outreach needs of the Customer(s). Assists
in the execution of an education plan by performing training sessions and presenting at meetings,
webinars and/or seminars. Interacts with the Customer(s) to seek out and recommend new training,
education and outreach initiatives that are consistent with the Customer’s needs and objectives.
Develops training, education and outreach material content. Designs, develops, tests and implements
eLearning solutions. Develops and maintains graphical training content for all courses provided by
NHA. Acquires, maintains and enhances knowledge of current eLearning trends and tools.

When specializing in change control, develops and maintains the procedures that govern Change
Management, Release

When specializing in Change Control, develops and maintains the
procedures that govern Change Management, Release Management and the Change Control
Board (CCB).

Reviews, monitors and manages all system change requests (CRs), service requests (SRs), and
problem logs (PLOGs). Facilitates Change Control Board (CCB) Meetings.

Minimum Education: Master’s degree. An equivalent combination of education and experience,
which provides comparable knowledge, is acceptable.
Specialist 3

**Minimum Experience:** Must have seven (7) years of experience in the appropriate area. May have expert credentials or be recognized as an authority.

**Functional Responsibilities:** Responsible for tasks related to a specific, restricted role associated with user acceptance testing of systems, training and instructional system design, or change control.

When specializing in user acceptance testing, responsible for validating that software meets the business, functional, user and system requirements; reviews business, functional and system requirements documentation; creates and delivers test cases; develops a test case matrix that maps back to all requirements; executes test cases; and documents test results and artifacts.

When specializing in training and instructional design, responsible for the development and implementation of internal and external training programs as well as outreach and education initiatives under specific components/departments of a contract. Assists in developing an overall education plan that addresses the training, education and outreach needs of the Customer(s). Assists in the execution of an education plan by performing training sessions and presenting at meetings, webinars and/or seminars. Interacts with the Customer(s) to seek out and recommend new training, education and outreach initiatives that are consistent with the Customer’s needs and objectives. Develops training, education and outreach material content. Designs, develops, tests and implements eLearning solutions. Develops and maintains graphical training content for all courses provided by NHA. Acquires, maintains and enhances knowledge of current eLearning trends and tools.

When specializing in change control, develops and maintains the procedures that govern Change Management, Release Management and the Change Control Board (CCB).

Reviews, monitors and manages all system change requests (CRs), service requests (SRs), and problem logs (PLOGs). Facilitates Change Control Board (CCB) Meetings.

**Minimum Education:** Master’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
**Testing Engineer**

*Minimum Experience:* Must have five (5) years of experience.

*Functional Responsibilities:* Leads and provides guidance to testing resources. Overall responsibility for providing testing services to ensure independent validation of software and system components developed, modified and implemented as part of the current projects. Leads the testing team through all phases of User Acceptance Testing (UAT), Regression Testing, Release Implementation Testing, and Return to Service Testing. This includes testing of any applicable Commercial Off-The-Shelf (COTS) products. Validates that the software meets the business, functional, user and system requirements. Reviews business, functional and system requirements documentation. Creates and delivers test cases, a test case matrix that maps back to all requirements, executes test cases, and documents test results and artifacts.

*Minimum Education:* Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

**Writer/Editor/508 Specialist 3**

*Minimum Experience:* Must have 4 years of experience.

*Functional Responsibilities:* Gathers and processes project-related information to structure, write, edit, and finalize deliverables for both print and electronic publication. Develops/edits documentation according to established standards regarding order, clarity, conciseness, style, and terminology; reviews published materials and recommends revisions or changes in format, content, and methods of production. Coordinates with stakeholders to ensure that the user documentation meets all users’ needs. Creates effective graphics, flow charts, and diagrams for inclusion in documentation. Serves as a technical editorial and communications advisor. This requires the ability to understand and process technical information and present that information in a way that is easily understood by the target audience.

Ensures material is compliant with Section 508 of the Rehabilitation Act of 1973 and remediate material if found not to be compliant. Must be proficient in using word processing, other publication tools and 508 Compliance tools.

*Minimum Education:* Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
Instructional Designer 3

Minimum Experience: A minimum of 4 years of experience.

Functional Responsibilities: Applies Instructional Design principles in performing analyses, studies, and research supporting the design and development of instructional materials to meet specific learning objectives. Utilizes eLearning development tools and software as part of their course development. Designs interactive and engaging material to meet learning objectives while applying instructional design and adult learning principles. Ensures the instructional integrity of course development projects through systematic design and clear writing of scripts, narratives, and storyboards. Develops learning assessments and/or tools to measure learning effectiveness and assist in efforts to monitor/measure training and development program effectiveness.

Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Designs online training courses and instructor-led classroom training, identifying methodologies to be used to deliver content and organizing the content and flow of information. Analyzes and applies trends in learning technologies and instructional design.

Minimum Education: Bachelor’s degree. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.
<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Minimum Education</th>
<th>Minimum Experience</th>
<th>Doctorate</th>
<th>Masters</th>
<th>Bachelors</th>
<th>Associate</th>
<th>High School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Writer/Editor/508 Specialist 3</td>
<td>Bachelors</td>
<td>4</td>
<td>0</td>
<td>2</td>
<td>6</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Instructional Designer 3</td>
<td>Bachelors</td>
<td>4</td>
<td>0</td>
<td>2</td>
<td>6</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Project Director Sr.</td>
<td>Masters</td>
<td>20</td>
<td>18</td>
<td></td>
<td>22</td>
<td>24</td>
<td>26</td>
</tr>
<tr>
<td>Project Director</td>
<td>Masters</td>
<td>15</td>
<td>13</td>
<td></td>
<td>17</td>
<td>19</td>
<td>21</td>
</tr>
<tr>
<td>Project Manager Sr.</td>
<td>Masters</td>
<td>9</td>
<td>7</td>
<td>11</td>
<td>13</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>Project Manager Jr.</td>
<td>Bachelors</td>
<td>7</td>
<td>3</td>
<td>5</td>
<td>9</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Project Lead 1</td>
<td>Bachelors</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>5</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Project Lead 2</td>
<td>Bachelors</td>
<td>5</td>
<td>1</td>
<td>3</td>
<td>7</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Project Lead 3</td>
<td>Bachelors</td>
<td>7</td>
<td>3</td>
<td>5</td>
<td>9</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Project Lead 4</td>
<td>Masters</td>
<td>9</td>
<td>7</td>
<td>11</td>
<td>13</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>Business Analyst 1</td>
<td>Bachelors</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Business Analyst 2</td>
<td>Bachelors</td>
<td>5</td>
<td>1</td>
<td>3</td>
<td>7</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Business Analyst 3</td>
<td>Masters</td>
<td>7</td>
<td>5</td>
<td>9</td>
<td>11</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Subject Matter Expert (SME)</td>
<td>Masters</td>
<td>15</td>
<td>13</td>
<td></td>
<td>17</td>
<td>19</td>
<td>21</td>
</tr>
<tr>
<td>Subject Matter Expert 4 (SME 4)</td>
<td>Masters</td>
<td>25</td>
<td>23</td>
<td></td>
<td>27</td>
<td>29</td>
<td>31</td>
</tr>
<tr>
<td>Specialist 1</td>
<td>Bachelors</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>5</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Specialist 2</td>
<td>Masters</td>
<td>5</td>
<td>3</td>
<td>7</td>
<td>9</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Specialist 3</td>
<td>Masters</td>
<td>7</td>
<td>5</td>
<td>9</td>
<td>11</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Testing Engineer</td>
<td>Bachelors</td>
<td>5</td>
<td>1</td>
<td>3</td>
<td>7</td>
<td>9</td>
<td></td>
</tr>
</tbody>
</table>
## Labor Rates

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>GSA Price Year 5 (8/21/2021 to 8/20/2022)</th>
<th>GSA Price Year 6 (8/21/2022 to 8/20/2023)</th>
<th>GSA Price Year 7 (8/21/2023 to 8/20/2024)</th>
<th>GSA Price Year 8 (8/21/2024 to 8/20/2025)</th>
<th>GSA Price Year 9 (8/21/2025 to 8/20/2026)</th>
<th>GSA Price Year 10 (8/21/2026 to 8/20/2027)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Analyst 1</td>
<td>$68.54</td>
<td>$70.26</td>
<td>$72.01</td>
<td>$73.81</td>
<td>$75.66</td>
<td>$77.55</td>
</tr>
<tr>
<td>Business Analyst 2</td>
<td>$78.44</td>
<td>$80.40</td>
<td>$82.41</td>
<td>$84.47</td>
<td>$86.58</td>
<td>$88.75</td>
</tr>
<tr>
<td>Business Analyst 3</td>
<td>$93.67</td>
<td>$96.01</td>
<td>$98.41</td>
<td>$100.87</td>
<td>$103.40</td>
<td>$105.98</td>
</tr>
<tr>
<td>Instructional Designer 3</td>
<td>$90.00</td>
<td>$92.25</td>
<td>$94.56</td>
<td>$96.92</td>
<td>$99.34</td>
<td>$101.83</td>
</tr>
<tr>
<td>Project Director</td>
<td>$165.74</td>
<td>$169.89</td>
<td>$174.14</td>
<td>$178.49</td>
<td>$182.95</td>
<td>$187.52</td>
</tr>
<tr>
<td>Project Director, Sr.</td>
<td>$217.85</td>
<td>$223.30</td>
<td>$228.88</td>
<td>$234.60</td>
<td>$240.47</td>
<td>$246.48</td>
</tr>
<tr>
<td>Project Lead 1</td>
<td>$78.44</td>
<td>$80.40</td>
<td>$82.41</td>
<td>$84.47</td>
<td>$86.58</td>
<td>$88.75</td>
</tr>
<tr>
<td>Project Lead 2</td>
<td>$84.56</td>
<td>$86.67</td>
<td>$88.84</td>
<td>$91.06</td>
<td>$93.34</td>
<td>$95.67</td>
</tr>
<tr>
<td>Project Lead 3</td>
<td>$93.41</td>
<td>$95.75</td>
<td>$98.14</td>
<td>$100.60</td>
<td>$103.11</td>
<td>$105.69</td>
</tr>
<tr>
<td>Project Lead 4</td>
<td>$96.88</td>
<td>$99.30</td>
<td>$101.78</td>
<td>$104.33</td>
<td>$106.94</td>
<td>$109.61</td>
</tr>
<tr>
<td>Project Manager Jr.</td>
<td>$119.17</td>
<td>$122.15</td>
<td>$125.20</td>
<td>$128.33</td>
<td>$131.54</td>
<td>$134.83</td>
</tr>
<tr>
<td>Project Manager Sr.</td>
<td>$149.34</td>
<td>$153.07</td>
<td>$156.90</td>
<td>$160.82</td>
<td>$164.84</td>
<td>$168.96</td>
</tr>
<tr>
<td>Specialist 1</td>
<td>$68.54</td>
<td>$70.26</td>
<td>$72.01</td>
<td>$73.81</td>
<td>$75.66</td>
<td>$77.55</td>
</tr>
<tr>
<td>Specialist 2</td>
<td>$89.35</td>
<td>$91.59</td>
<td>$93.88</td>
<td>$96.22</td>
<td>$98.63</td>
<td>$101.10</td>
</tr>
<tr>
<td>Specialist 3</td>
<td>$93.41</td>
<td>$95.74</td>
<td>$98.14</td>
<td>$100.59</td>
<td>$103.10</td>
<td>$105.68</td>
</tr>
<tr>
<td>Subject Matter Expert (SME)</td>
<td>$182.29</td>
<td>$186.85</td>
<td>$191.52</td>
<td>$196.31</td>
<td>$201.22</td>
<td>$206.25</td>
</tr>
<tr>
<td>Subject Matter Expert 4 (SME 4)</td>
<td>$321.59</td>
<td>$329.63</td>
<td>$337.87</td>
<td>$346.32</td>
<td>$354.98</td>
<td>$363.85</td>
</tr>
<tr>
<td>Testing Engineer</td>
<td>$78.44</td>
<td>$80.40</td>
<td>$82.41</td>
<td>$84.47</td>
<td>$86.58</td>
<td>$88.75</td>
</tr>
<tr>
<td>Writer/Editor/508 Specialist 3</td>
<td>$85.74</td>
<td>$87.89</td>
<td>$90.08</td>
<td>$92.34</td>
<td>$94.65</td>
<td>$97.01</td>
</tr>
</tbody>
</table>

Note: Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and / or when the contractor adds SCLS labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number.